



Information for Applicants for the Position of

SUPERINTENDENT

Mt. Diablo Unified School District

A Dynamic Professional Opportunity

THE POSITION

The Board of Education of the Mt. Diablo Unified School District, a TK-12 and adult education organization, invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

The Mt. Diablo Unified School District seeks a superintendent who:

- Puts students first and as the focus of all decisions and actions
- Has a proven track record of success working in a district of similar size and demographics to Mt. Diablo USD
- Has experience as a classroom teacher, principal and district level administrator at the executive level
- Has a solid working knowledge of all aspects of district functions: Instruction, Finance, Human Relations and Bond/Facilities Management
- Is an effective and articulate communicator
- Works in a collaborative manner to build trust and support with all stakeholders
- Is effective in analyzing and assessing personnel effectiveness at both the site and district level
- Has high standards for self and others
- Understands the importance of accountability and holding self and others to high standards of excellence
- Has demonstrated the ability to work collaboratively with the Board of Education, teachers, staff, parents, students and the community
- Is willing to try new ideas to enhance learning opportunities for all students
- Will maintain a high priority on equity
- Has a proven track record of achieving results for all students, including adult students
- Has experience working in situations involving budget reductions while maintaining a high priority on students and the school sites
- Has a good understanding of charter schools operations and their impact and relationship with the school district
- Will examine the current state of the district to determine where improvements and enhancements should occur
- Has successful and collaborative negotiations experience
- Builds on the strengths of an effective, cohesive Governance Team

PERSONAL PROFILE

The Mt. Diablo Unified School District seeks a superintendent who:

- Will appreciate the unique culture and strengths of Mt. Diablo USD and community
- Will make a long-term commitment to Mt. Diablo USD
- Will be a highly visible, accessible and approachable school leader
- Is a transparent and authentic leader

- Is an effective and articulate communicator
- Is respectful of all people
- Embraces the concept of “servant leadership”
- Is a culturally competent and sensitive leader
- Values diversity and divergent points of views
- Is an effective listener who “listens for understanding”
- Will follow through on commitments
- Is a collaborative and inclusive leader
- Is a leader that truly believes in equity
- Is an empathetic and caring person who leads with both “head” and “heart”

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience in California
A record of focusing on students and improving achievement
- Experience as a classroom teacher, principal and executive level administrative experience (Superintendent experience preferable)

SELECTION PROCESS

The Board of Education has retained Consultants Sally Frazier, Ed.D. and Dennis Smith, Ed.D. of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the board for interviews and further consideration. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools. Board members reserve the right to visit the district and communities of a candidate prior to a final decision.

SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. A multi-year contract will be considered.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A fully completed application form
- A letter of application
- A resume
- Three professional references
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

MDUSD is a K-12 district located in Contra Costa County, serving more than 31,000 students at one of more than 50 school sites in the cities of Clayton, Concord, Pleasant Hill; portions of Martinez, Pittsburg and Walnut Creek; and unincorporated communities of Bay Point, Lafayette, and Pacheco. As part of a richly diverse community, MDUSD families represent numerous ethnic communities, speaking nearly 50 different languages and dialects.

MDUSD offers award-winning, innovative programs in Career Technical Education (CTE); Science, Technology, Engineering and Mathematics (STEM); extensive visual and performing arts programs; rich foreign language and dual immersion offerings; and regional magnet programs. MDUSD is pleased to offer

the only International Baccalaureate (IB) program in Contra Costa County; efforts are underway to establish the program at the middle and elementary school levels. The College Now program enables high school juniors and seniors to take college classes that allow them to meet high school graduation requirements while also earning college credits. The nationally-renowned Advancement Via Individual Determination (AVID) program is in place districtwide.

MDUSD is the most competitive district in the region as far as total compensation packages. In addition to competitive benefit packages and salaries, Mt. Diablo also offers an unparalleled and fully-paid teacher induction program, offering teachers the opportunity to obtain a Clear Credential with personalized, one-to-one support from a highly-trained Peer Coach, extensive professional development, and regular opportunities for networking and collaboration with other new teachers.

THE COMMUNITY

Mt. Diablo Unified School District is in California northeast of San Francisco. Nearby, Briones Regional Park features views of the Diablo Valley and a trail to Diablo Foothills Regional Park, with wildflowers and views of San Francisco Bay. A former coal-mining site, Black Diamond Mines Regional Preserve includes grasslands, pepper trees and lilies. The community has the perfect blend of natural beauty, outdoor recreation, hospitality, comfort, cultural assets, music and shopping that provides an ideal location from which to unplug, unwind and explore all that the Bay Area, and surrounding region has to offer.

The District covers 150 square miles, including the cities of Concord, Pleasant Hill, Clayton and portions of Walnut Creek and Martinez along with unincorporated areas such as Lafayette, Pacheco, and Bay Point. The East Bay region is an excellent place to live, raise a family, and to enjoy cultural, civic, recreational and educational activities.

THE BOARD OF EDUCATION

Joanne Durkee, Board President
Linda Mayo, Board Vice President
Cherise Khaund Board Member
Brian Lawrence, Board Member
Debra Mason, Board Member

The Mt. Diablo Unified School District is an equal opportunity employer.

APPLICATION

To Request Application Materials for the Mt. Diablo Unified School District Superintendent Position:

Send an e-mail to Penny Pyle, Executive Assistant
ppyle@leadershipassociates.org
Office Phone: 530-302-5112

Consultants:
Sally Frazier, Ed.D.
Dennis Smith, Ed.D.

Leadership Associates
3905 State Street, #7-407
Santa Barbara, CA 93105
www.leadershipassociates.org

Applications must be completed and returned via email by 5:00 P.M. on June 3, 2019